

Detroit Public File Report 2016
<http://www.brighthouse.com/michigan/about/careers>

1. The following is a list of all full-time vacancies filled by Charter Communications/Detroit location from May 18, 2016 thru August 31, 2016 identified by job title:

9 Customer Care Professional I
2 Direct Sales Representative-SFU
1 Service Technician I
1 Quality Assurance Tech
1 Direct Sales Supervisor

2a. The following is a list of recruitment sources used to fill each vacancy identified in number 1 above:

- A. Employee Referrals
- B. Bright House Networks Career Website
www.brighthouse.com/michigan/about/careers
- C. Internal Applicants
- D. ITT Technical Institute
1905 S. Haggerty Road
Canton, Michigan 48188
Contact: Joanne Fairbanks
734-394-2327
jfairbanks@itt-tech.edu
- E. ITT Technical Institute
19855 W. Outer Drive, Ste L10W
Dearborn, MI
Contact: Gene LaPouttre
(313) 792-2010
glapouttre@itt-tech.edu
- F. Schoolcraft College
Collegecentral.com/Schoolcraft
Contact: Kathleen Cox
734-462-4400
kcox@schoolcraft.edu

- G. Henry Ford Community College
<http://hfcc-csm.symlicity.com/employers>
- H. Wayne County Community College
<http://www.collegecentral.com/wcccd>
E.Martinus Whitfield@wcccd.edu
Contact: Martinus Whitfield
313-943-4076
mwhitfi1@wcccd.edu
- I. Wayne State University
<http://careerservices.wayne.edu/csoforemployers.php>
- J. State of Michigan Veteran Employment Specialist
DunlapT@michigan.gov
Contact: Todd Dunlap
- K. Pure Michigan Talent Connect
www.mitalent.org
- L. City of Livonia Youth Employment Office
33000 Civic Center Drive
Livonia, Michigan 48154
smartin@ci.livonia.mi.us
Contact: Shirley Martin
- M. Career Builder
www.careerbuilder.com
- N. Indeed.com
- O. New Horizons
Lisa.Bartley@nhls.com

2b. The following is a list of recruitment sources, if any, who request notification of vacancies:

- A. ITT Technical Institute
1905 S. Haggerty Road
Canton, Michigan 48188
Contact: JoAnne Fairbanks
734-394-2309
- B. ITT Technical Institute
19855 W. Outer Drive LW10
Dearborn, MI
Contact: Gene LaPouttre
(313) 792-2010
- C. State of Michigan Veteran Employment
DunlapT@michigan.gov
Contact: Todd Dunlap
- D. City of Livonia Youth Employment Office
33000 Civic Center Drive
Livonia, Michigan 48154
smartin@ci.livonia.mi.us
Shirley Martin

3. The following is a list of recruitment sources that referred any employees that were hired since May 18, 2016

- A. Direct Employers.com
- B. <http://jobs.brighthouse.network>
- C. Internal Applicants
- D. Indeed.com
- E. Online

- 4a. The total number of persons that were interviewed for full-time vacancies since May 18, 2016 was: 39**
- 4b. Of those persons interviewed, the following is each recruitment source utilized in connection with the vacancies that existed since May 18, 2016.**

- A. LinkedIn Status Updates
- B. Direct Employers.com
- C. Online
- D. <http://jobs.brighthousenetwork>
- E. Bright House Networks Career Website
- F. Internal Applicants
- G. Indeed.com

- 5. Since May 18, 2016 the following are the longer-term recruitment initiative's engaged in by our location:**
- 1. Current listing of Charter Communications/Detroit location job openings are located on our website at <http://michigan.brighthouse.com/careers>
 - 2. Promotional opportunities are posted on job posting boards and emailed to all internal employees.
 - 3. General advertisement listing with minority newspaper, "Minority Review."
 - 4. On-going training provided to management level personnel consisting of equal employment opportunities, preventing discrimination, diversity training and interviewing practice.
 - 5. Career Progression coaching and mentoring is available to current employees.
 - 6. State of Michigan Veteran Employment Specialist to post jobs to Veteran Boards.

7. Charter Communications/Detroit location participates in Career Days, Youth Motivation Programs and related activities in the community when available.
8. Charter Communications/Detroit location sponsors the Future Leaders Scholarship program, Classroom Innovators Grants, STEM Program and Passport to Safety. These programs contribute to our local youth motivation in promoting education.
9. Participation in local community and college job fairs.
10. Educational reimbursement program for employees seeking college level undergraduate and graduate level course work is available to all employees. The plan will reimburse eligible employees 100% for expenses for job-related and career advancement courses. In addition, the Company provides NCTI (National Cable Telecommunications Institute) course which are specifically cable related, under this plan and could be covered/reimbursed at 100%.